Join the Onguma Team
Vacancy – Conservation Monitoring Officer

Reserve based | Onguma Nature Reserve

Join Our Team

Onguma Game Reserve is a proudly family-owned luxury safari destination situated on the eastern boundary of Etosha National Park and is looking for a responsible, motivated and conservation-minded individual to join our team in a permanent position as a **Conservation Monitoring Officer**. This is a hands-on position combining wildlife monitoring, data analysis, reporting and practical reserve support. The successful candidate will work closely with the Reserve Managers and will be expected to work independently, accurately and responsibly.

Your responsibilities will include:

- Collect and manage camera footage from cameras positioned at waterholes and other monitoring points across the reserve.
- Download, organise, sort and correctly store camera footage and associated data.
- Thoroughly review and analyse footage.
- Identify wildlife activity, species presence, behaviour, frequency of visits and other relevant observations.
- Identify possible patterns, trends or changes in wildlife activity over time.
- Maintain accurate and organised monitoring records.
- Prepare detailed, meaningful reports that provide useful information to Reserve Management.
- Highlight unusual observations or changes that may require further investigation or management attention.
- Assist with game counts and other wildlife-monitoring activities.
- Accurately capture and organise game-count information.
- Analyse data collected during game counts.
- Compare results where historical information is available and identify relevant trends or changes.
- Compile clear and detailed reports that can assist Reserve Management with conservation and wildlife-management decisions.
- Assist the Reserve Managers with stock takes and general stock control.
- Assist with stock ordering for the butchery.
- Maintain accurate records relating to stock and orders.
- Assist the Farm Manager and Reserve Managers with other duties when required.
- Participate in practical outdoor work and field activities as needed.

Please note: This is not purely an office-based position. Although a significant part of the role involves working with computers, data and reports, the successful candidate must be willing and able to work outdoors and assist with practical reserve and farm-related duties when required.

Requirements

The successful candidate will have:

- Have a relevant conservation, wildlife management, nature conservation or similar qualification, OR currently be studying towards a relevant qualification.
- Hold a valid driver's licence.
- Provide a police clearance certificate with no adverse findings
- Be computer literate and comfortable working with digital files, data and reports.
- Have good written communication skills and be able to produce clear, detailed and professional reports.
- Be able to work accurately with information and pay close attention to detail.

- Have an analytical mindset and an interest in interpreting wildlife and conservation data.
- Be highly organised and able to manage large amounts of camera footage and information systematically.
- Be able to work fully independently and take responsibility for completing assigned tasks.
- Be trustworthy, disciplined and dependable.
- Be a fast learner and willing to learn new systems, processes and responsibilities.
- Be willing to work both indoors and outdoors.
- Be physically willing and able to participate in fieldwork and practical reserve activities.
- Have a genuine interest in conservation and wildlife management.
- Maintain high standards of personal conduct and professionalism and be free from habits or behaviours that could negatively affect safety, reliability or work performance.
- A basic knowledge of nature and wildlife will be advantageous. This does not need to be at a management or specialist level, but candidates should be comfortable working in a nature-related environment and have a reasonable familiarity with local wildlife

Why Join Onguma?

Join a dedicated reserve and farm team where your work directly contributes to wildlife monitoring, conservation and the day-to-day management of Onguma Nature Reserve. This is a hands-on opportunity to gain valuable experience while making a meaningful contribution to the reserve and its wildlife

Applications Please submit your CV together with a brief motivation letter to recruitment@onguma.com.

Only shortlisted candidates will be contacted. If you do not hear back from us in 2 weeks please accept your application as unsuccessful. Closing Date: 30 November 2026

Onguma is an equal opportunity employer. Preference will be given to suitably qualified Namibian citizens.